# Job Title

Clinical Nurse Specialist in Mental Health – Peter McVerry Trust Housing First Enhanced Health Supports Service.

## Whole Time Equivalent Hours

Full Time – 39 Hours per week. Details of starting and finishing times, which may vary in accordance with service’s needs, will be notified to you by your line manager. There will be occasions when you will be required to work outside of the normal office hours.

## Reporting Relationships

Reporting structure will be to Peter McVerry Trust Director of Nursing and Addiction Services

## Background to Post

Housing First is a model of housing that provides housing with wrap around supports to those who are long-term homeless and who have a history of extensive rough sleeping and / or custodial sentences. Housing first targets those with complex and high support needs such as physical health, mental health and addiction needs. Peter McVerry Trust has been the provider of Housing First in the Dublin Region since 2014 and current provides Housing First services to in excess of 300 tenants in own door independent housing across the four Dublin local authority areas. The service also operates an active intake list of approx. 60 unique individuals at any one time.

The service provides supports through intensive case management with multi-disciplinary specialisms to provide supports to tenants in their own homes. Intensive case management includes an assigned case manager to support tenants in move-in and daily living and community integration, with supports ranging from intensive (daily) to moderate (1 per week). The multi-disciplinary team consists of addiction specialists, mental health supports, psychotherapy and nursing supports.

PMVT has almost 40 years-experience of successful service user engagement that has been incorporated into the delivery of Housing First services and it is our intention to continue to build on this in the interests of all housing first participants. PMVT has deployed a number of innovative methods which have proven to effectively engage with service users, specifically those who have a longer history of homeless and who present with complex support needs and those who have spent significant periods of time in emergency accommodation.

## Purpose of Post

PMVT Housing First Enhanced Health Supports Service aims to provide further specialized supports for those accessing the service with emphasis on supports to those presenting with complex support need and for whom engagement in mainstream supports has proven difficult. The purpose of this post is to identify the suitable candidate who has the ability to develop therapeutic relationships in a timely manner to work with participants with an identified need in respects of requiring support in line with their mental health. The role will involve the ability to provide direct and indirect care to the participant group. Housing first participants are accommodated in their own homes and in turn can often require intensive support to achieve the desired outcome in respects of health and mental health. The clinical nurse specialist will be actively involved in the outreach capacity and will visit participants in their homes to be best placed to carry out thorough assessments in line with need. The purpose of the role includes building and maintaining links within the community with mental health services and liaising with relevant services to support the integration of the participant into the community setting.

# Role Description

## Responsibilities

### Clinical Focus

The clinical focus will be in adherence with the care planning process of assessment, planning, implementation and evaluation. The responsibilities of the clinical nurse specialist with be to participate in and contribute towards the development of systems and practices to support the need of the participant group. The responsibility will also lie with the clinical nurse specialize to carry out research in line with organizational systems and practices associated with conducting research. The ongoing development of the enhanced health supports programme will be a integral part of the role and one in which the clinical nurse specialist will contribute towards.

### Advocate

The role of the clinical nurse specialist with be that of advocacy for the participant group. There is a large number of participants residing within the housing first service who have not had links to or been provided care by mainstream mental health services as a result of complex needs and often are faced with challenges in communicating their needs. Advocacy is an integral aspect of the role.

# Personal Specification

## Qualifications

Be a registered nurse in the Psychiatric Division on the active Register of Nurses

Hold a relevant (level 8) post-graduate qualification in Mental Health

Hold a full current driver license and have access to a car

Five years post qualification experience

Two years post qualification experience in Mental Health Specialist Care.

## Experience

* Demonstrate evidence of continuing professional development
* Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice
* Experience in the area of mental health community nursing
* Experience of working with individuals with a background of homelessness desirable

## Terms of Service

In accordance with local/organizational/national policy

• It is important to specify that the job description and person specification may be subject to review in

accordance with local/national policy and guidelines in consultation with the post holder.

# Core Competencies

**Professional Knowledge Clinical Nurse Specialist (Mental Health) will:**

* Practice in accordance with relevant legislation and with regard to The Scope of Nursing & Midwifery Practice Framework (Nursing and Midwifery Board of Ireland, 2015) and the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (Nursing and Midwifery Board of Ireland, 2014)
* Maintain a high standard of professional behavior and be professionally accountable for actions/omissions. Take measures to develop and maintain the competences required for professional practice
* Adhere to relevant legislation and regulation
* Adhere to appropriate lines of authority within the nurse management structure

**Clinical Nurse Specialist (Mental Health) will demonstrate:**

* In-depth knowledge of the role of a Clinical Nurse Specialist (Mental Health)
* The ability to undertake a comprehensive assessment of the patient with specialist mental health care needs including taking an accurate history of their condition and presenting problem
* The ability to formulate a plan of care based on findings and evidence-based standards of care and practice guidelines
* The ability to follow up and evaluate a plan of care
* Possess a working knowledge of factors that present for participants within the homeless services
* Knowledge of mental health promotion principles/coaching/self-management strategies that will enable people to take greater control over decisions and actions that affect their mental health and wellbeing
* An understanding of the principles of clinical governance and risk management as they apply directly to Clinical Nurse Specialist in Mental Health
* A working knowledge of audit and research processes
* Evidence of computer skills including use of Microsoft Word, Excel, E-mail, PowerPoint

**Quality Service**

* Strong use of initiative
* Demonstrates an ability to evaluate, audit and review practice
* Provides a flexible service that is responsive to the need of the patient / resident
* Identifies and prioritizes the requirements of change within own service area, bearing in mind the departmental impact
* Utilizes research and best practice to work

**Continuous Learning and Development**

* Seeks to expand duties and responsibilities for the purposes of progression
* Creates, structures and maintains a learning environment for staff
* Ensures staff are trained on all new policies and procedures
* Provides constructive feedback to staff
* Mentor staff as appropriate
* Gathers feedback from staff to improve teaching methods

**Organizational Knowledge**

* Is well informed on Health Service trends both nationally and internationally
* Can identify the services that differentiate OLH&CS from other healthcare facilities
* Understands the function of the different departments and promotes a multidisciplinary approach
* Awareness of national health strategies relevant to one’s job and grade
* Proficient in the use of IT systems to access organizational systems
* To utilize developments in information technology for both patient care and administrative support in line with the overall service

**Planning and Organizing**

* Demonstrates an ability to manage and develop self and others in a busy working environment
* Anticipates problems and issues and take preventative action to address these
* Delegates effectively to ensure objectives are achieved
* Sets realistic timeframes
* Prepares by ensuring adequate resources are available
* Ensures resources are utilized in an effective and efficient manner

**Professionalism**

* Demonstrates the ability to work with multiple stakeholders across clinical and non-clinical services
* Manages others fairly and consistently
* Demonstrates the ability to work under pressure
* Awareness of one’s own strengths and weakness
* Demonstrates resilience by not taking things personally and striving for a successful outcome
* Maintains appropriate level of visibility throughout the Organisation

**Communication**

* Expresses ideas clearly and logically, supported by the appropriate evidence to persuade others
* Information sharing in an open and timely manner ensuring to keep relevant people informed
* Delivers presentations to groups with confidence and credibility
* Effectively communicates new initiatives and ideas to ensure successful implementation

**Team Player**

* Proactively develops and nurtures workplace relationships
* Understands and tolerates different needs and viewpoints
* Utilizes team strengths and attributes in achieving goals
* Engages input from all team members
* Facilitates and manages team meetings to ensure to establish a shared sense of purpose and unity

**Leadership**

* Embraces organizational change initiatives
* Articulates the benefits of change to others
* Ability to encourage, inspire and support others to deliver
* Ability to understand how individuals, at all levels, operate and how best to use that understanding to achieve objectives in the most efficient and effective way
* Facilitates change
* Ability to bring new ideas and initiatives to fruition

**Innovation**

* Embraces change by being flexible and enthusiastic to new ideas
* Strives to continually improve own processes and service area
* Puts forward proposals and develops strategic implementation plans to introduce new and improved ways of operating

**Problem Solving and Decision Making**

* Acts quickly to address urgent matters
* Anticipates problems and issue and takes preventative action to address them
* Ability to make decisions in challenging situations
* Accurately anticipates likely consequences of actions and decisions